



To: MS. Jackie Sharpe

From: John H. Young, III
Human Resources Manager

Re: Military Recruiting

Date: July 27, 2012

Thank you for the opportunity to present to you MMC Materials, Inc.'s and Bayou Concrete, LLC's need for high quality individuals to fill our positions. People either retiring from or leaving the military are ideal candidates from which to recruit for our business. I am hopeful you will be able to communicate this need to military personnel throughout all branches located in our state.

Let me give you a brief sketch of MMC and Bayou. We have a great history spanning back to 1927. MMC is headquartered in Ridgeland, MS. with approximately 60 locations throughout the State of Mississippi and West Tennessee. Bayou, on the other hand, is primarily located along the Mississippi and Alabama coastlines. Both companies employ a total of approximately 450 people. We are the largest concrete supplier in Mississippi.

our goal of offering superior products and services and providing employees with a safe and desirable work environment, are benchmarks to our success. With this goal in mind, our future should be as bright as our past.

Enclosed is additional information about the Mixer Truck Operator and the Plant Manager positions within our company. Your help by informing individuals about our company will hopefully benefit both those seeking jobs following a stellar career with the military and our Company.

If you have any questions about MMC or Bayou, please call me at 601-898-4020.

Sincerely,

John H. Young, III
Human Resources Manager

Enclosure

MMC Materials, Inc.
P. O. Box 2569 – Madison, MS 39130
Ph. 601-898-4000; Fax 601-898-4030
www.mmcmaterials.com

Bayou Concrete, LLC
P. O. Box 3868 – Gulfport, MS 39505
Ph. 228-868-4853; Fax 228-868-5581
www.bayouconcretellc.com



MMC MATERIALS, INC.

MMC Materials, Inc. is seeking qualified individuals to fill Concrete Mixer Truck Operator positions. As a Concrete Mixer Truck Operator you will drive to and from job sites delivering and unloading concrete for customers. Extensive contact with the customer requires honesty, excellence and continuous improvement, core values needed to succeed in the concrete industry.

JOB REQUIREMENTS:

- Class A or B Commercial License
- Good Communication, Aptitude & Decision Making Skills
- High School Diploma or GED Desired, Not Required

PRINCIPLE RESPONSIBILITIES:

- Drive a mixer truck to and from job sites delivering and unloading concrete for customers.
- Manual labor required to secure and release a load, climb ladders and use accessories w/o assistance, etc.
- Ensure customer is satisfied with the product at the point of delivery.
- Maintain and operate the mixer truck and other equipment in accordance with company policies and legal guidelines.
- Other duties as assigned by management.

PAY & BENEFITS:

- Provide excellent pay.
- Paid holidays, vacation and sick days.
- Provide health, dental, life, & disability insurance.
- Excellent 401k plan with company match.
- **BE HOME AT NIGHT.**

WHO TO CONTACT:

Johnny Young

Human Resources Manager

601-898-4020



MMC MATERIALS, INC.

MMC Materials, Inc. is seeking qualified individuals to fill Plant Manager positions, particularly in our Brookhaven, McComb & Hattiesburg areas. As a Plant Manager you will be responsible for managing production including employees, equipment, materials, customer service, etc. Contact with customer and employees require honesty, excellence and continuous improvement, core values needed to succeed in the concrete industry.

JOB REQUIREMENTS:

- Good Communication, Aptitude & Decision Making Skills
- High School Diploma or GED Desired, Not Required

PRINCIPLE RESPONSIBILITIES:

- Manage the daily operation of a concrete plant including employees, equipment, plant site, etc.
- Ensure the plant is operational by directing the daily maintenance.
- Maintain a constant and consistent assignment of trucks to deliver concrete in a timely and efficient manner.
- Promote safety and environmental compliance.
- Effectively develops and maintains healthy relationships with customers, vendors, and co-workers.
- Other duties as assigned by management.

PAY & BENEFITS:

- Provide excellent pay.
- Paid holidays and vacation.
- Provide health, dental, life, & disability insurance.
- Excellent 401k plan with company match.
- **BE HOME AT NIGHT.**

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Johnny Young

Human Resources Manager

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